

**CITY OF ARCADIA**  
**BENEFITS SUMMARY – ARCADIA POLICE OFFICERS' ASSOCIATION (APOA)**  
**POLICE OFFICER – POLICE SERGEANT**  
(04/01/2014 - 6/30/2018)

**RETIREMENT – CalPERS**

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .110% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

**Tier I Retirement Benefits (hired prior to 07/01/2011)**

- 3% @ 50 formula
- EPMC: 9% paid by City is reported as special compensation
- Employee pays 9% of employer cost through cost-share
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefit until Medicare eligibility

**Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)**

- 3% @ 50 formula
- Single highest year calculation
- 9% Employee Share paid by Employee

**Tier II Retirement Benefits (hired on or after 10/9/2011)**

- 3% @ 55 formula
- 3 Year Final Compensation
- 9% Employee Share paid by Employee

**New CalPERS Members PEPR (hired on or after 01/01/2013)**

- 2.7% @ 57 formula
- 3 Year Final Compensation
- MOU Impairment 9% Employee Share paid by Employee through 06/30/2014
- 12% Employee Share paid by Employee beginning 07/01/2014 (50% of normal cost)

**SICK LEAVE**

Accrual – 3.69 hours per pay period

Max. accumulation – 1,600 hours                      No Buyback

**VACATION**

<u>Years of Svc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-5	4.61	120	300
6-10	6.15	160	400
11-15	6.77	176	440
15+	7.69	200	500

Max. accumulation – amount accrual in 65 pay periods (2 ½ years).

City will buy back vacation equal to amount taken during the year, not to exceed 80 hours.

**HOLIDAYS**

	10 Days (80 hours)
New Year's Day	Labor Day
Martin Luther King Jr. Day	Admission Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

**UNIFORMS**

Supplied upon employment - Replaced as needed

\$750 for optional equipment/shoes

**EDUCATIONAL & CERTIFICATE INCENTIVES**

Associates (2.5%), Bachelors (5%) degrees or equivalency, POST Intermediate Certificate (5%), POST Advanced Certificate (11%)

Note: Cannot combine educational & certificate incentives

**TUITION LOAN/REIMBURSEMENT (Fiscal Year)**

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

**BILINGUAL BONUS**

Up to 12 employees @ \$49.07/pp

**SPECIALTY/ASSIGNMENT PAY**

Available for Special Assignments – See MOU

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical Plans and Delta Dental Plans available
- City pays up to:
  - \$662/Employee only coverage
  - \$897/Employee + 1 coverage
  - \$1,041/Family coverage
- Effective 7/1/2015
  - \$695/Employee only coverage
  - \$930/Employee + 1 coverage
  - \$1,074/Family coverage
- Effective 7/1/2016
  - \$761/Employee only coverage
  - \$996/Employee + 1 coverage
  - \$1,140/Family coverage
- If employee elects to choose a more costly coverage he/she is required to pay the difference between the City contribution and actual cost.

**VISION INSURANCE (Vision Service Plan)**

City paid vision plan for employee and dependents

**LIFE INSURANCE (The Standard Insurance)**

\$25,000 Life & AD&D benefit

Additional Voluntary Life plans available through carrier

**LONG TERM DISABILITY**

Administered through Association

City contributes \$14.18/month per employee

**LONGEVITY PAY** Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

**DEFERRED COMPENSATION**

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions

**COMPUTER LOAN PROGRAM**

Up to \$2,500 interest free loan and payroll deduction

**CITY PAID PHYSICAL**

Currently provided at Arcadia Methodist Hospital

Annual for members age 40 and above - Biennial for members under age 40

**HEALTH & DEPENDENT CARE SPENDING ACCOUNTS**

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

**EMPLOYEE ASSISTANCE PROGRAM**

Through Managed Health Network